

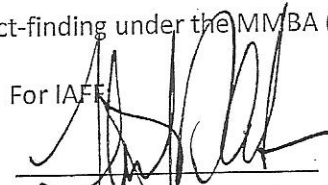
**Ground Rule Regarding Administrative Leave for Meet and Confer on successor MOU to MOU that
expired on June 30, 2013**

The City and IAFF agree that up to six designated IAFF representatives ("IAFF Representatives"), comprising their negotiating team, may submit leave slips for "Administrative Leave" to attend meet and confer sessions with City representatives on a successor MOU (to the MOU that expired on June 30, 2013) for days they are regularly scheduled to work. Actual time spent meeting and conferring with City representatives will be covered by the "Administrative Leave" for each date that is set on days IAFF representatives regularly are scheduled to work. In addition, up to one and a half (1 ½) hours immediately before a meeting to meet and confer with City representatives and up to one half (1/2) hour immediately after a meeting to meet and confer with City representatives on days the IAFF representatives are regularly scheduled to work will be covered by Administrative Leave. Administrative Leave will not be provided for days IAFF representatives are not regularly scheduled to work or for days they are working overtime. Administrative Leave shall be calculated in base pay and shall not be on an overtime basis. In addition, administrative leave provided herein may not be banked. Also, included within "meeting and conferring" is time actually spent meeting with the City Manager (as the Municipal Employee Relations Officer) pursuant to section 14(A) of Employee-Employer Labor Relations Policy and actual time spent in mediation with the City (if there was a mutual agreement to participate in mediation). This agreement will end prior to fact-finding under the MMBA (if fact finding is required).

For the City:

_____ Date: _____

For IAFF:



Date: 1-29-14

Stuart D. Adams, Esq.



John P. Hess

Date: 1-29-14

Henry K. Baca
Deputy City Mgr.
1/29/14